

**Healthcare Cost Containment Committee Minutes**  
**January 9, 2019**  
**3:30 p.m. to 5:00 p.m.**

**Attendees:** Shannon Barnes, Peter Bergeron, Ashley Brigham, Marge Chiafery, Debie Clayton, Shawn Croteau, Linda Dimakis, Mary Ethier, Kelly Grassini, Rick Greenier, Linda Hastings, Jennifer Lavigne, Christine Soucy

Guest: Lisa Maloney, Life Resources Representative from Allone Health

**1. Share Thank You from Oyster River**

Marge Chiafery read a thank you note from the Oyster River School District representatives that accompanied an Edible arrangement to express appreciation for the Merrimack School District's assistance in establishing a healthcare cost containment committee.

Marge Chiafery introduced Lisa Maloney from Allone Health.

**2. Approval of December 12, 2018 Minutes**

Mary Ethier moved (seconded by Rick Greenier) to approve the December 12, 2018 minutes. Not all committee members were present for the vote.

The motion passed a 10-0-2 with Shannon Barnes and Peter Bergeron abstaining.

**3. Biometric Screening and Health Assessment Participation**

a) Rate for December

Ashley Brigham reported the Biometric Screening participation rate for December was 26% and the Health Assessment participation rate was 44%. The average Health Assessment percentage rate for the entire HealthTrust membership is 32%, a decrease of 6% from last year. Reasons for the decrease could be due to the reduction in the amount of the incentive reward and the elimination of the Health Assessment being a requirement to access other programs.

Marge Chiafery asked for suggestions on different ways to motivate individuals to complete the Health Assessment.

Linda Hastings reported approximately 97% of eligible custodians completed the survey with her assistance. Linda Hastings offered to provide the same assistance to staff after school.

Linda Hastings reported two individuals, who completed the Health Assessment years ago, were required to log into their Anthem account before being able to proceed with the Health Assessment Survey.

b) Promotion Strategies for January

Ashley Brigham reported HealthTrust Journey Guides were mailed to the membership. She provided one copy of the guide to each school representative to post. The guide provided the basics of the Slice of Life Program and identified ways to earn incentive awards.

Ashley Brigham will discuss the wellness incentives available on the OnLife portal and benefits available with the Life Resources Program during the salad luncheon at Thorntons Ferry. She will also answer questions that staff might have.

Ashley Brigham will report the number of people earning incentive dollars. It will be compared to the Health Assessment participation rate.

Linda Hastings suggested offering an incentive at each after-school-session to entice people to attend the session as well as give the message of appreciation for attending.

Jen Lavigne asked for assistance in responding to the question, why take the Health Assessment survey. Ashley Brigham responded that HealthTrust is a risk pool membership. The Slice of Life program provides members the opportunity to be as well as they can be.

Debie Clayton added the goal is to keep the cost of claims down. Wellness can affect many health areas.

Shannon Barnes noted that increases in the insurance premiums affect the District's budget for education.

Linda Hastings requested a comparison of Health Assessment participation rates compared to the insurance premium rate change for the corresponding years.

Ashley Brigham reported there are 102 of 160 (63%) scheduled appointments for the biometric screening on January 24 at Merrimack High School from 1:00 p.m. to 6:00 p.m. There are currently eight nurse stations. The Town of Merrimack will hold its biometric screening in April.

#### **4. Finalize Plans for January Wellness Fair**

Rich Greenier reported 20 vendors will participate in the Wellness fair.

Wellness fair vendors include New Balance, a Merrimack dentist, Convenient MD, Broadway Bound, Digital Credit Union, Service Credit Union, Weight Watchers, a natural foods person, Yoli, Merrimack Adult Education, Big Kahuna, CVS, Fleet Feet, Altitude, a 403b vendor, Merrimack Vision, Shaw's, Whole Foods, Bite Me Cupcakes.

Vendors pending confirmation are CrossFit and St. Joseph's Hospital. Elliott Orthodontics is unable to have representation, but will have a table.

Rick Greenier asked for recommendations for a Yoga representative.

Ashley Brigham reported a floating nurse for the purpose of accommodating walk-ins was not an option.

## 5. Establish Participation Percentage Rates for 2019

The committee established participation rate goals for 2019. Thirty percent (30%) for biometric screening and fifty percent (50%) for health assessments. Stretch goals were not determined. There was interest in noting the percentage of activity trackers synced with the HealthTrust portal.

## 6. Embracing Stress: The New Science of Stress

Lisa Maloney, Allone Health account manager, provided training on “Embracing Stress: The Newer Science of Stress”.

## 7. Key Messages

- Promote the biometric screening and wellness fair.
- Encourage employee attendance at the fair if biometric screening is not desired.

## 2018-2019 School Year Meeting Dates

Meeting Date	Refreshments
February 6	Christine Soucy, Rick Urda
March 6	Jen Lavigne, Shannon Barnes
April 3	Linda Hastings, Marge Chiafery
May 1	
June 5	Debie Clayton, Ashley Brigham